

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS**  
**AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Human Resources	(2) MEETING DATE 2/18/2014	(3) CONTACT/PHONE Tami Douglas-Schatz 805-781-5959	
(4) SUBJECT Strategic Planning Presentation of "The State of Human Resources: Demographics, Trends and Opportunities – Meeting Today's Challenges and Preparing for the Future."			
(5) RECOMMENDED ACTION It is recommended that the Board review and file the strategic planning presentation of "The State of Human Resources: Demographics, Trends and Opportunities – Meeting Today's Challenges and Preparing for the Future."			
(6) FUNDING SOURCE(S) N/A	(7) CURRENT YEAR FINANCIAL IMPACT \$0.00	(8) ANNUAL FINANCIAL IMPACT \$0.00	(9) BUDGETED? N/A
(10) AGENDA PLACEMENT <input type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ____ ) <input checked="" type="checkbox"/> Board Business (Time Est. 40 minutes)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input checked="" type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR)		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A    Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW  Reviewed by Leslie Brown			
(18) SUPERVISOR DISTRICT(S) All Districts -			

# County of San Luis Obispo



TO: Board of Supervisors

FROM: Human Resources / Tami Douglas-Schatz  
805-781-5959

DATE: 2/18/2014

SUBJECT: Strategic Planning Presentation of "The State of Human Resources: Demographics, Trends and Opportunities – Meeting Today's Challenges and Preparing for the Future."

## **RECOMMENDATION**

It is recommended that the Board review and file the strategic planning presentation of "The State of Human Resources: Demographics, Trends and Opportunities – Meeting Today's Challenges and Preparing for the Future."

## **DISCUSSION**

As the County enters the 2014-15 fiscal year budget process, determining the allocation of resources and investments is of vital importance. Emerging from the "7-year pain plan" will provide new challenges as pent-up demand for scarce resources will be high. Throughout the budget process, the Board of Supervisors will be faced with numerous opportunities to replenish or invest in important services to our community. Virtually every service provided to our community is done so through the expertise of our employees. The employees that we rely upon also make up our largest expense at 57% of the total County budget. The effectiveness of our employees, including how we attract, select, retain and develop them, is a product of our greater human resources (HR) systems. Our HR systems, in turn, are impacted by demographics, employment trends and HR infrastructure.

The strategic planning presentation on the state of HR will focus on the following topics:

- Workforce realities, including workforce demographics and trends
- Workforce trends and their impacts on recruitment and retention
- The current state of our human resource programs with a special focus on:
  - Recruitment
  - Selection
  - Employee Development and Succession Planning
  - Technology
- Gap analysis between the current county investment in the HR program and industry benchmarks and best practices
- Goals, strategies and recommended investments to modernize HR and achieve a business-integrated HR program

## **RESULTS**

Incorporating a discussion about the state of human resources into the strategic planning process will allow the Board to consider the human drivers and systems that will impact the future quality of public service. An evaluation of the overall budget and county goals and strategies is most complete when human resources considerations are incorporated into the discussion. Engaging in strategic human resources planning is a critical component of a well-governed county and a well-governed community.